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AGREEMENT
BETWEEN
THE SUPERINTENDENT OF SCHOOLS
EAST ROCHESTER UNION FREE SCHOOL DISTRICT
AND
THE EAST ROCHESTER ADMINISTRATORS ASSOCIATION
July 1, 2012 – June 30, 2017

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1 **ARTICLE I – PREAMBLE**

2
3 In order to effectuate the provisions of the Public Employees Fair Employment Act of
4 the State of New York (Civil Service Law, Article 14) and to encourage and increase the
5 effective and harmonious working relationships between the Superintendent of Schools
6 of the East Rochester Union Free School District in East Rochester, New York
7 (hereinafter called the "School District" or "District") and its supervisory and
8 Administrative employees (hereinafter called "Administrators") represented by the East
9 Rochester Administrators Association (hereinafter called "Association"), the District and
10 Association enter into this Agreement.
11

12 **ARTICLE II - RECOGNITION**

- 13
14
15 1. The Board hereby recognizes the ERAA as the exclusive bargaining agent and
16 representative for all administrative and supervisory personnel of the East
17 Rochester Union Free School District except for the Superintendent of Schools
18 and Assistant Superintendents, and managerial/confidential titles and their
19 substitutes; and excluding acting, interim, per diem and long term substitutes.
20

21 The professional positions incorporated in such recognition include, but are not
22 limited to, the following:

- 23 a. Principals
24 b. Assistant Principals
25 c. Directors
26 d. School Psychologists

27
28 **ARTICLE III - ASSOCIATION RIGHTS**

- 29
30 1. With prior approval of the building principal, the Association may have the use of
31 school buildings without cost and at reasonable times for meetings.
32 2. The Association will be permitted to use school computers, copying machines or
33 other duplicating machines, audio visual equipment and other equipment relating
34 to the on-going business of the Association, providing that such equipment is not
35 otherwise in use and that said equipment is utilized at reasonable times and on
36 school property for legal Association activities. It is understood that in all matters
37 relating to this use the Association will provide and indicate so, their own
38 materials.
39 3. The District shall deduct from the salary of each Administrator who so authorizes
40 in writing, dues for membership in any appropriate professional organization so
41 designated by said member, and shall promptly transmit such deductions to the
42 authorized organization or association.
43 4. The District shall print copies of this Agreement and distribute a copy to each
44 member of the Association.
45

Article IV - NEGOTIATION PROCEDURES

1. Negotiations for a successor agreement shall be commenced at any time upon the request of either party. A mutually acceptable meeting date shall be set not more than fifteen (15) calendar days following such request. In any given year, such request shall be made not earlier than November 1 or not later than December 1 except by mutual consent. A tentative list of items for negotiations shall be submitted in writing by each party to the other at least one week prior to the first meeting.
2. Following the initial meeting, such additional meetings shall be held until the parties reach an Agreement, or until an impasse is reached.
3. If the parties cannot agree on a successor agreement, the parties will be governed by the provisions of applicable laws and regulations.

ARTICLE V - RESPONSIBILITIES OF ADMINISTRATORS

1. Each member covered by this Agreement shall perform the duties outlined for his/her position in the job descriptions which are included as part of the Board Policy Manual and as may be amended and/or revised by the Board.
2. Proposed changes in any job description will be made known to the ERAA prior to Board approval of those changes.

ARTICLE VI - THE WORK YEAR AND THE WORK DAY

A. The Work Year

All administrators shall work a twelve-month year. All administrators shall receive all official school holidays including those in accord with the Independence and Labor Day, and will also be entitled to twenty (20) days of paid vacation per year. Administrators who do not work during school recesses must be on pre-approved vacation. Effective July 2007, administrators with 10 years in an administrative unit position in the district will be entitled to twenty-two (22) days of paid vacation per year; with 15 years, twenty-three (23) days of paid vacation per year; and with 20 years, twenty-five (25) days of paid vacation per year.

Administrators shall be entitled to bank up to forty (40) vacation days. Administrators are encouraged to take at least twenty (20) days of vacation per year. Vacation days may be taken with prior approval of the Superintendent, provided, however, that the Superintendent can define "closed periods" during the school year during which vacation may not be taken. In the event that an Administrator leaves the employ of the district for any reason, he or she is entitled to receive an amount equal to the total number of unused vacation days, up to a maximum of forty (40) days, times his/her current per diem rate of pay (1/240th). This amount will be paid to the employee in a manner approved by the Superintendent of Schools.

91 B. The Work Day

- 92
- 93 1. It is recognized by both parties of this Agreement that, as a matter of principle,
- 94 there can be no rigid time limits set upon an individual's performance when carrying
- 95 out responsibilities assigned to his or her position. The nature of the Administrators
- 96 role requires a commitment in time and energy above and beyond that which is
- 97 required in general of other employees in the District.
- 98
- 99 2. Accordingly, the building Administrators are subject to performing all their duties
- 100 and obligations, including those which are required by the District in order to meet
- 101 responsibilities to the Administration, other staff members, parents and children.
- 102 Consistent with the requirements established above, each individual shall retain his
- 103 flexibility in determining specific hours of work.
- 104

105 **ARTICLE VII – SALARIES**

- 106
- 107
- 108 1. Effective July 1, 2012 and through June 30, 2017 (retroactively as applicable to
- 109 actively employed administrators), all unit members will receive a wage increase on
- 110 their salary as of July 1 of each contract year per the following schedule.

2012-2013	2%
2013-2014	2%
2014-2015	2%
2015-2016	2.25%
2016-2017	2.50%

111

112

113 **ARTICLE VIII – LEAVES**

114

115 A. Sick Leave

116

117 Each member shall be allowed sick leave without loss of salary for 12 days in the

118 work year because of personal sickness or personal physical disability including

119 pregnancy-related illness or disability. If the member does not utilize the full

120 amount of sick leave allowed in any work year, the amount not so utilized shall

121 be accumulated from year to year. These days shall be allowed to accumulate to

122 240 days. On the first day of each work year the member shall be credited with

123 the amount of sick leave allowed for that year, which shall consist of all

124 accumulated sick leave days plus an additional 12 days. The Board shall

125 maintain an account of sick leave days accumulated by and allowed to each

126 member and shall by September 1 of each work year inform the member in

127 writing of the number of sick leave days credited to his account. Members shall

128 be allowed to participate in the District's non-instructional sick leave bank.

129

130 B. Bereavement Leave

- 131
- 132 1. At the discretion of the Superintendent, bereavement leave shall consist of
- 133 up to five (5) days for the death of a relative or other person and shall not
- 134 be considered as part of the sick leave allowance.
- 135 2. The Superintendent may grant additional emergency, death, serious
- 136 illness or funeral leave in circumstances which, in his judgment, are
- 137 justified.
- 138

139 C. Jury Duty

140

141 The member shall be granted leave without loss of pay as may be necessary in

142 order to perform jury duty. Such leave shall not be deducted from any other leave

143 allowance. Any monies received for such duty, less expenses, shall be turned

144 over to the District.

145

146 D. Judicial and Administrative Proceeding

147

148 When a member is required to appear in court, or before any other judicial or

149 administrative agency, leave without loss of pay for such time as is necessary to

150 appear shall be granted, providing that the appearance is connected with the

151 professional duties and responsibilities of the Administrator. Each member shall

152 be allowed leave without loss of pay for time required to appear in court or for

153 appearance in any other judicial or administrative proceeding where such

154 appearance is in response to a subpoena. Included as part of the leave time

155 allowed under this sub-paragraph shall be the time required to travel to and from

156 the place where the appearance is made. Leave allowed under this

157 sub-paragraph shall not be charged against other leave provided by this

158 Agreement.

159

160 E. Graduation and Awards

161

162 Each member shall be entitled to leave of one day without loss of pay to attend

163 his own graduation or a ceremony at which he is the recipient of an award or

164 special honor. Such leave day will not be charged against other leave allowed by

165 this article.

166

167 F. Personal Leave

168

169 Each member shall be allowed three days of personal leave without loss of pay

170 in each work year to attend to those personal matters which cannot be attended

171 to at a time other than a normal work day.

172

173 G. Child Rearing Leave

A member shall be granted leave up to one year for each birth of a child without loss of tenure rights or any other position-related right. Such leave shall be without pay. for the purpose of this sub-paragraph, multiple births shall be deemed to be a single birth. The member shall notify the Board in writing within three months after the pregnancy has been determined. An application for child-rearing leave accompanied by a statement from a physician indicating the probable date of delivery shall be made at any time prior to the end of the seventh month of pregnancy. The member may continue employment at all times during pregnancy and immediately after delivery, provided, however, that the Board may require a physician's certification as to fitness for work of each member after delivery.

H. Family Leave

In instances of severe illness in an Administrator's immediate family requiring his or her presence at home, the Administrator will be granted five days per year family leave which shall be deducted from accumulated sick leave. An additional ten days per year may be allowed at the discretion of the Superintendent and shall be deducted from accumulated sick leave.

I. Paid Leave

Any unit member may request a paid leave of absence to be granted only upon the recommendation of the Superintendent and the approval of the Board of Education.

J. Children of Administrators

1. In recognition of current practice in the District established through a Memorandum of Agreement, members of the East Rochester Administrators Association who live outside the district who wish to have their children attend the East Rochester School District may do so upon appropriate notification to the District.
2. Effective July 1, 2012, this article is applicable only for administrators hired on or before July 1, 2012.

ARTICLE IX – BENEFITS

A. Health Insurance

Effective January 1, 2014:

220
221

Timeframe	Health Plan	Dental Plan
1/1/2014 – 12/30/2015	District will pay 85% of Blue Point Select (or equivalent) premium cost for individual or family coverage	District will pay 100% of Blue Cross/Blue Shield Smile Saver Dental Plan for individual or family coverage
1/1/16 – remainder of Contract	District will pay 85% of Blue Point Value (or equivalent) premium cost for individual or family coverage	District will pay 100% of Blue Cross/Blue Shield Smile Saver Dental Plan for individual or family coverage

222

223

224 **B. Health Trust**

225

226 Each year of this contract, the District will contribute \$1,900 to a 105H Health
227 Reimbursement Account for each Administrative employee covered under this
228 contract.

229

230 The Plan Document shall be developed by the District in accordance with Internal
231 Revenue Service regulations.

232

233

234 **C. Income Protection**

235

236 The District shall allocate \$1,250 per administrator per year to a total pool
237 from which Administrators may be reimbursed for expenses for a life
238 insurance or disability plan for all the members of the bargaining unit. The
239 plan shall be selected by individual members.

240

241 **D. Staff Development**

242

243 Unit members will be eligible to receive tuition or registration fees or refunds for
244 approved courses of study or training. Such work shall have the prior approval of
245 the Superintendent of Schools. Tuition/registration fee reimbursement will be
246 made upon successful completion of the course work.

247

248 The District shall allocate a minimum of \$1,000 per year for each Administrator
249 for the purpose of attending professional conferences and meetings, or enrolling
250 in graduate courses related to their assigned responsibilities, upon written
251 approval of the Superintendent.

252

253 When a unit member operates his/her own vehicle on District business, he/she
254 may claim reimbursement at the rate allowed by the District.

255
256
257 **E. Benefits for Retirees**
258

259 Eligibility: Any administrator who has reached age 55 and who retires from the
260 ERUFSD and meets the criteria of the New York State Retirement System shall
261 receive the following benefits based on their years of service:
262

- 263 a. An administrator with 15 or more years of full-time administrative service
264 shall pay 5% of the total cost of the health and dental plans the
265 administrator had in his/her last year of service prior to retirement.
- 266 b. An administrator with 13 or more years of full-time administrative service
267 shall pay 10% of the total cost of the health and dental plans the
268 administrator had in his/her last year of service prior to retirement.
- 269 c. Regarding retirees, employees who retire with a family plan may continue
270 the family plan into retirement at the levels specified in a and b above.
271 The surviving spouse of a retiree will be allowed to continue in the group
272 health insurance plan the administrator was enrolled in for a single plan or
273 a family plan if they contribute 100% of the annual premium plus an
274 administrative fee in accordance with the current COBRA administrative
275 fee.
- 276 d. An administrator with less than 13 years of full time administrative service
277 may be allowed to continue in the health plan he/she was enrolled in their
278 last year of service by contributing 100% of the annual premium plus an
279 administrative fee in accordance with the current COBRA administrative
280 fee.
- 281 e. Upon the retiree (or the surviving spouse or administrator as outlined in
282 section d above) reaching age 65 or upon becoming medicare eligible, the
283 health plan the retired administrator (or surviving spouse or administrator
284 as outlined in section d above) is enrolled in will automatically be
285 converted to a Senior or over 65 or Medicare Plan regardless of the name
286 of the plan and at the levels specified in a and b above.

287 **ARTICLE X - CAREER AWARD**
288

- 289 a. A career award of \$25,000 will be paid to any Administrator with 13 years
290 of service in East Rochester and who is eligible to retire with TRS or ERS
291 and who retires from the district. An Administrator must provide written,
292 irrevocable notice to the Superintendent of Schools, no later than January
293 5 of the school year the administrator intends to retire.

- 294
295 b. For an administrator hired on or after July 1, 2013, a career award of
296 \$21,500 will be paid to any Administrator with 15 years of service of in
297 East Rochester and who is eligible to retire with TRS or ERS and who
298 retires from the district. An Administrator must provide written, irrevocable
299 notice to the Superintendent of Schools, no later than January 5 of the
300 school year the administrator intends to retire.
301

302 **ARTICLE XI – VACANCIES**

303
304 When vacancies occur, Administrators will be so advised and given an
305 opportunity to express interest in them.
306

307 **ARTICLE XII - GRIEVANCE PROCEDURE**

308 309 **A. Definition**

- 310
311 1. "Grievance" is a claim by a member or group of members based upon any
312 event or condition affecting their salaries, welfare and/or terms and conditions
313 of employment, including but not limited to any claimed violation,
314 misinterpretation, misapplication or inequitable application of law, rules or
315 regulations, directions, orders, work rules, procedures, practices or customs
316 of the Board and Administration during the term of this Agreement.
317
318 2. "Chief Executive Officer" means the Superintendent of Schools.
319
320 3. "Grievant" means any party names in a grievance who is an aggrieved party.
321
322 4. "Party in Interest" means any party named in grievance who is not the
323 aggrieved party.
324
325 5. "Hearing Officer" means any individual or board charged with the duty of
326 rendering decisions at any stage of the grievance procedure.
327
328

329 **B. Procedures**

330 331 **Stage 1: Chief Executive Officer – Informal**

332
333 A member having a grievance will discuss it with the Chief Executive Officer
334 either directly or through an ERAA representative with the objective of resolving
335 the matter informally. The Chief Executive Officer will confer with all the parties in
336 interest, but in arriving at his decision will not consider any material or statement
337 offered by or on behalf of any such party in interest with whom consultation has
338 been had without the aggrieved party or his representative present. If the

member submits the grievance through a representative, the member may be present during the discussion of the grievance.

Stage 2: Chief Executive Officer – Formal

If the grievance is not resolved informally, it may be reduced in writing and presented to the Chief Executive Officer. Within five (5) school days after the written grievance is

presented to him, the Chief Executive Officer shall, without any further consultation with the aggrieved party, or any party in interest, render a decision thereon, in writing, and present it to the grievant.

Stage 3: Board of Education

If either the grievant or ERAA is not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board within fifteen (15) school days after the Chief Executive Officer has given notice of such decision and has presented such decision to the grievant.

1. Within ten (10) school days after the receipt of an appeal, or at the next regularly scheduled Board meeting, whichever is later, the Board shall hold a hearing on the grievance. The hearing shall be conducted in executive session unless the grievant requests an open public hearing.
2. The Board shall render a decision and notice of such decision and a copy thereof shall be given within five (5) school days after the conclusion of the hearing. Notice of such decision and a copy thereof shall promptly be given to the grievant and the President of ERAA.

Stage 4: Arbitration

1. After such hearing, if the ERAA is not satisfied with the decision of the Board rendered at Stage 3, the ERAA may submit the grievance to arbitration by written notice to the Board given within fifteen (15) school days after the Board shall have given notice of its decision to the grievant and ERAA.
2. Within fifteen (15) days after such written notice of submission to arbitration the Board and ERAA will agree upon a mutually acceptable arbitrator competent in the area of the grievance, according to the rules of the American Arbitration Association, and will obtain a commitment from said arbitrator to serve.
3. The arbitrator will hear the matter promptly and will issue the decision not later than thirty (30) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date when the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issue.

- 384 4. The arbitrator shall limit his decision to the application and interpretation of
385 this Agreement, and to any remedy, if appropriate, which is not inconsistent
386 with this Agreement and is not contrary to law. However, he shall be without
387 power and authority to make any decision or recommendation pertaining to:
388 (a) Contrary to or inconsistent with, or modifying or varying in any way, the
389 terms of this Agreement or of applicable law or rules or regulations having
390 the force and effect of law.
391 (b) Involving Board discretion or Board policy under the provisions of this
392 Agreement, except that he may decide in a particular case, involving
393 Board discretion or policy, whether or not the Board applied such
394 discretion or policy discriminatorily, i.e., in a manner unreasonably
395 inconsistent with the general practice followed throughout the school
396 system in similar circumstances.
397 (c) Limiting or interfering in any way with the powers, duties and
398 responsibilities of the Board of Education under the applicable law, and
399 rules and regulations having the force and effect of law.
400 5. The decision of the arbitrator shall be final and binding upon all parties.
401 6. The costs for the services of the arbitrator, including expenses, if any, will be
402 borne equally by the Board and ERAA.
403

404 C. Rules of Procedure

405

- 406 1. All grievances shall include the name and position of the grievant, the identity
407 of the provision of law, this Agreement, policies, etc., involved in said
408 grievance, the time when and the place where the alleged events or
409 conditions constituting the grievance existed, the identity of the party
410 responsible for accusing the said events or conditions, if known to the
411 grievant and a general statement of the nature of the grievance and the
412 redress sought by the grievant.
413 2. Except for informal decisions at Stage 1, all decisions shall be rendered in
414 writing at each step of the grievance procedure, setting forth the reasons
415 therefore. Each decision when rendered shall forthwith be transmitted to the
416 grievant, the parties in interest, if any, and the President of ERAA.
417 3. If a grievance affects a group of members and appears to be associated with
418 system-wide policies, it may be submitted by ERAA directly at Stage 3,
419 described above.
420 4. The preparation and processing of grievance, insofar as practicable, shall be
421 conducted during the hours of employment. All reasonable effort will be made
422 to avoid interruption of administrative duties and to avoid involvement of
423 students in any phase of the grievance procedure.
424 5. The Board and ERAA agree to facilitate any investigation which may be
425 required and to make available any and all material and relevant documents,
426 communications and records concerning the grievance.
427 6. Except as otherwise provided at Stage 1, the grievant and any party in
428 interest shall have the right at all stages of a grievance to confront and
429 cross-examine all witnesses called against them and to call witnesses on their

- own behalf, and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.
7. No interference, coercion, strain, discrimination or reprisal of any kind will be taken by the Board or by any member of the Board or by any member of the Administration against the grievant, any party in interest, any representative or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
 8. Forms for filing grievances, serving notices, taking appeals and making reports and recommendations and other necessary documents may be developed and approved by both parties. The Chief Executive Officer will then have them duplicated and distributed as the parties agree so as to facilitate operation of the grievance procedure.
 9. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
 10. Nothing contained herein will be construed as limiting the right of any member having a grievance to discuss the matter informally with any appropriate member of the Administration and to have the grievance informally adjusted without intervention of ERAA, provided the adjustment is not inconsistent with the terms of this Agreement and ERAA has been given an opportunity to be present at such adjustment and to state its views on the grievance, or to be heard with respect thereto before such adjustment becomes final. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this Agreement in future proceedings.
 11. The grievant may choose whomever he wishes to represent him at any stage, except that such representative may not be an official of a competing employee organization.
 12. The Chief Executive Officer shall be responsible for accumulating and maintaining an Office Grievance Record of each grievance which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1 and all written decisions at all stages. Official minutes will be kept by a party agreeable to both sides at both proceedings at Stages 2 and 3. A copy of such minutes will be made available to the grievant and ERAA and within one week after the conclusion of each hearing at Stages 1 and 2. Either party shall advise the appropriate hearing officer in writing of any errors in said minutes. Any such claim of error in the minutes shall become a part of the Official Grievance Record and the hearing officer shall indicate the determination made respecting such claimed error. The Official Grievance Record shall be available for inspection and copying by the grievant, ERAA, and the Board, but shall not be deemed a public record.
 13. The existence of the procedure hereby established shall not be deemed to require any Administrator to pursue the remedies here provided and shall not,

476 in any manner, impair or limit the right of any member to pursue any other
477 legal or appropriate remedies available in any other form.
478

479 D. Time Limits

- 481 1. Since it is important to good relationships that grievances be processed as
482 rapidly as possible, every effort will be made by all parties to expedite the
483 process. The time limits specified for either party shall be extended only by
484 mutual agreement.
- 485 2. Every grievance will be deemed waived unless the grievance is presented in
486 writing at the first stage within fifteen (15) school days after the member knew
487 or should have known of the act or condition on which the grievance is based.
- 488 3. The time of any party to a grievance who is entitled to appeal from any
489 decision rendered with respect thereto shall run from the date when notice is
490 served on such party, regardless of whether such service is late or whether it
491 has been duly served on any other party entitled to notice thereof.
- 492 4. Failure at any stage of the grievance procedure to communicate a decision to
493 the grievant, his representatives and ERAA within the specified time limit shall
494 permit the lodging of an appeal at the next stage of the procedure within the
495 time which would have been allotted had the decision been communicated by
496 the final day.
- 497 5. In the event a grievance is filed on or after June 1, in any year, efforts will be
498 made by both parties to resolve the grievance before the end of the school
499 term or as soon thereafter as possible.
500

501 **ARTICLE XIII - NO STRIKE PLEDGE**

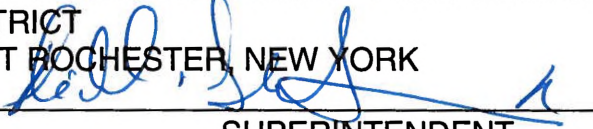
- 502
- 503 A. The board and ERAA recognize that strikes and other forms of work
504 stoppage are contrary to the law and public policy. The Board and ERAA
505 therefore subscribe to the principle that the differences between them shall
506 be resolved without interruption of the educational program in the District.
- 507 B. ERAA affirms that it does not assert the right to strike, nor to assist or to
508 participate in any strike, or to impose an obligation on its members to
509 conduct, assist or participate in such a strike.
510


511 **ARTICLE XIV - DUTIES**

- 512
- 513 1. As a result of the decision in PERB case Nos., U-31372 and U-31476 the
514 following duties will be aligned at this time with the following titles:
 - 515 a. CPSE Chair, Director of Pupil Services
 - 516 b. CSE Initial and New referrals, CSE Chair, Director of Pupil Services with
517 grade level support from the principals and school psychologists as
518 appropriate.
 - 519 c. Residency monitoring, Director of Pupil Services
 - 520 d. Oversight of SWD Transportation, Director of Pupil Services

- 521 e. Supervision and evaluation of Nurses, Social Workers, OT, PT, Speech
522 language pathology, and Speech Language therapist, Director of Pupil
523 Services, Building Principals and Dir, of Health, Physical Education and
524 Athletics
525 f. IDEA grant writing and review and alignment of funding with mandates and
526 IDEA legislative criteria and expenditure review analysis and reporting,
527 Director of Pupil Services.
528 g. Coordination and Monitoring of home schooling, Director of Pupil Services,
529 Building Principal depending on grade specific level.
530 2. Both parties enter this agreement voluntarily, knowingly and without coercion.
531 3. Both parties have reviewed the agreement with their representative of their
532 choice.
533

534 IN WITNESS WHEREOF, the parties hereto have executed this Agreement
535

536 SUPERINTENDENT OF SCHOOLS OF THE
537 EAST ROCHESTER UNION FREE SCHOOL
538 DISTRICT
539 EAST ROCHESTER, NEW YORK
540 BY 
541 SUPERINTENDENT
542

543 ASSOCIATION OF SCHOOL
544 ADMINISTRATORS OF THE
545 EAST ROCHESTER UNION FREE SCHOOL
546 DISTRICT
547 EAST ROCHESTER, NEW YORK
548 BY 
549 PRESIDENT